

SETTLEMENT AGREEMENT

This agreement made and entered into between the Executive Branch Ethics Commission (hereinafter the “Commission”) and Courtney Kubik.

WHEREAS, this agreement involves the matter styled *Executive Branch Ethics Commission v. Courtney Kubik*, Case No. 19-002;

WHEREAS, the Commission is designated by statute as the agency responsible for enforcing the Executive Branch Code of Ethics, KRS Chapter 11A;

WHEREAS, on January 14, 2019, the Commission alleged facts in an Initiating Order that Courtney Kubik violated the Executive Branch Code of Ethics codified at KRS 11A.020(1)(a), (b), and (d), and KRS 11A.020(2);

WHEREAS, Courtney Kubik was at all relevant times mentioned in the Initiating Order a “public servant” as defined in KRS 11A.010(9) and thus subject to the Executive Branch Code of Ethics; and

WHEREAS, Courtney Kubik indicates her desire to resolve all issues in this action by the execution of a Settlement Agreement.

NOW, THEREFORE, in settlement of the above allegations, the Commission and Courtney Kubik agree, pursuant to KRS 11A.100, as follows:

1. Courtney Kubik admits that she committed two violations of the Executive Branch Code of Ethics codified at KRS 11A.020(1)(a), (b), and (d), and KRS 11A.020(2) as stated in the Appendix A to the Commission’s Initiating Order of January 14, 2019, attached hereto and incorporated by reference herein.

2. Courtney Kubik agrees to pay the Commission a civil penalty of three thousand dollars (\$3,000.00) by December 15, 2019, in accordance with the Agreed Final Order. If Courtney Kubik fails to make payment in full by the deadline, then Ms. Kubik agrees to be responsible for the full civil penalty allowable pursuant to KRS 11A.100(3)(e) of five thousand dollars (\$5,000) per count for a total amount owing of ten thousand dollars (\$10,000), which will be reduced by any payments Ms. Kubik has made prior to the deadline.

3. If Courtney Kubik fails to make payment in full in the method described in Paragraph 2 above, then the Executive Branch Ethics Commission may immediately file an enforcement action in Franklin Circuit Court for the unpaid balance of the civil penalty, plus twelve percent (12%) per annum from the date of default, until the civil penalty is paid in full, as well as any expenses and attorney’s fees associated with collecting the judgment

Courtney Kubik agrees that she waives all rights to any further administrative process or appeal pursuant to KRS 13B.140 thereon.

4. The parties further agree that the acceptance of this Settlement Agreement by both parties, and the fulfillment of its express terms, is in full accord and satisfaction of the herein referenced *Executive Branch Ethics Commission v. Courtney Kubik*, Case No. 09-002.


5. This Settlement Agreement constitutes a public reprimand to Courtney Kubik, a copy of which will be provided to her former appointing authority pursuant to KRS 11A.100(3)(c).

IN WITNESS THEREOF, the parties have caused this agreement to be executed:


Courtney Kubik

12/06/2018
Date

EXECUTIVE BRANCH ETHICS COMMISSION:


Christopher L. Thacker, Chair

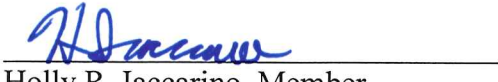
2-5-19
Date


Christopher W. Brooker, Vice-Chair

2-5-19
Date


April A. Wimberg, Member

2-5-19
Date


Holly R. Iaccarino, Member

2-5-19
Date


Kyle M. Winslow, Member

2-5-19
Date